



# SEATTLE WOMEN'S SUMMIT 2005

*Connecting Issues to Action*

## Report of Key Outcomes February 2006

Seattle  
Women's  
Commission

*Advising Seattle government on matters concerning women*



*The third Seattle Women's Summit kicked off with opening remarks by Seattle City Council President Jan Drago.*



*Thirty-five organizations exhibited at the Seattle Women's Summit Resource Fair, introducing attendees to many valuable resources for women.*







*The Summit's interactive sessions included round table discussions and panel discussions on a variety of issues, including advocacy (left) and leadership (below).*



*Closing the Summit was an energizing session of sharing new things learned and suggestions for taking action.*



# Seattle Women's Commission

*Advising Seattle government on matters concerning women*

## *Seattle Women's Summit 2005*

# ACKNOWLEDGEMENTS

### Thank you to our volunteers and sponsors!

The Seattle Women's Commission fundraising activities and sponsor donations provided for childcare, translation services and lunch at the event. We are very appreciative of our **2005 Summit sponsors** who helped us offer another free event. Our 2005 major sponsors and donors included:

- Seattle Women's Commission
- Port of Seattle
- King County Women's Advisory Board
- Microsoft
- Seattle Central Community College
- Seattle Office for Civil Rights
- The Women's Funding Alliance
- Consejo
- Seattle Woman Magazine

The Seattle Women's Commission would also like to thank our **Summit Committee**, a group of dedicated women who represent a diverse community perspective, for their help in developing the format of the Summit. Members are:

- Mimi Asfaw, Commissioner
- Lauren Braden, Commissioner
- Kristin Distelhorst, Seattle Office for Civil Rights
- Denise Du Pont, Commissioner
- Lisa Espinosa, Commissioner
- Lili Hein, Seattle Chamber of Commerce
- Anna Gottlieb, Commissioner
- Erin Karp, King County Women's Advisory Board
- May Leong, Commissioner
- Elizabeth Pew, Volunteer
- Lindsay Pulisfer, Port of Seattle
- Roberta Sherwood, King County Women's Advisory Board
- Shelly Sutherland, Commissioner
- Maggi Sutthoff, Seattle Central Community College Women's Programs
- Tina Young, Seattle Central Community College

Many volunteer facilitators, speakers and note takers helped make the 2005 Summit a success. We would like to thank the following volunteers who served in these roles:

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- Carrie Evans, Commissioner
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- May Leong, Commissioner
- Jan Levy, Leadership Tomorrow
- Marilyn Littlejohn, Domestic & Sexual Violence Prevention Office
- Avani Locke, Commissioner
- Lois Loontjens, New Beginnings for Battered Women and their Children
- Linda Mitchell, Commissioner
- Mala Nagarajan, Commissioner
- Julie Nelson, Seattle Office for Civil Rights
- Melissa Pailthorp, Commissioner
- Leigh Pate, Commissioner
- Elizabeth Pew, Volunteer
- Rubi Romero, Commissioner
- Roberta Sherwood, King County Women's Adv. Board
- Mary Stewart Hall, Professor Emerita, Seattle University
- Shelly Sutherland, Commissioner
- Velma Veloria, former Washington State Representative
- Jeanette Williams, former Seattle City Councilmember

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### **Executive Summary**

The Seattle Women's Commission (SWC), established by Seattle City ordinance in 1971, advises the Mayor, City Council and City Departments on issues pertaining to women in Seattle.

On September 24, 2005, the SWC hosted its third Seattle Women's Summit to provide resources to Seattle women and gather recommendations and feedback on issues affecting women. In addition to offering multiple workshops, the Summit included a Women's Resource Fair. The information gathered would help guide the Seattle Women's Commission on its 2006 work plan.

The Summit drew a diverse mix of over 160 individuals and over 35 organizations and service providers, devoted to exploring the many facets of the challenges facing women in Seattle today. Several of the suggestions generated from the working sessions that are within the purview of the Commission will be incorporated into the Seattle Women's Commission's 2006 work plan. Those items not within the Commission's mission will be referred to the many outstanding regional women's organizations that are better suited to deal directly with the issues raised.

At the Summit we heard from women from around the city about critical issues facing Seattle women. In a survey, women ranked the top three issues of concern to them as: (1) access to affordable health care, (2) homelessness and affordable housing, and (3) domestic violence prevention and enforcement. In addition, we learned in breakout discussions that women are critically concerned with mental health issues affecting women, affordable housing, and getting the word out about existing services and resources available to victims of domestic violence.

And we successfully helped connect women with skills and organizations to help them be better activists for women's issues. Trainings on communication, advocacy and women's leadership delivered key skills for grassroots empowerment and action.

This document summarizes the perspective and ideas of the participants and speakers of the 2005 Women's Summit and is not presented as an exhaustive or expert review of the subject matter. The opinions expressed may not represent the views of the Seattle Women's Commission or other Summit sponsors and organizers. This report will be presented to Seattle Mayor Greg Nickels, the Seattle City Council and to appropriate City of Seattle departments. The report will also be sent to officials in King County, Washington State Legislature, all Summit attendees, appropriate women's organizations in Seattle/King County and the media. The report will also be available on the Seattle Women's Commission website: [www.seattle.gov/womenscommission](http://www.seattle.gov/womenscommission). For additional copies, please contact the Seattle Women's Commission at (206) 684-4537.

Previous Women's Summit reports are available on the Women's Commission website or from the Seattle Women's Commission.



## Overview of 2005 Summit Event

The 2005 Seattle Women's Summit was designed to provide an opportunity for participants to:

- ◆ Provide facilitated issue discussions designed to learn the priorities of Seattle women on key issues: Women's Health, Economic Empowerment, Race and Social Justice, Violence Against Women, Advocacy, and Women's Leadership.
- ◆ Engage in skill-building workshops so that women can advocate for themselves;
- ◆ Visit an onsite Women's Resource Fair, where participants can meet and talk with other women and agencies that serve women and girls;
- ◆ Learn how the Seattle Women's Commission operates as a resource to advocate for women in Seattle.
- ◆ Network with others over lunch and during the day.

The 2005 Summit began with a welcome from Jan Drago, Seattle City Council President. Jeanette Williams, who was instrumental in establishing the Seattle Women's Commission and the Office of Women's Rights in 1971, addressed the group and shared stories of her early leadership and service to women in Seattle. Linda Mitchell, SWC Chair, presented the Jeanette Williams award to Velma Veloria, former Washington State Representative. Veloria's work in the legislature and in the broader community revolves around concerns for peace and social and economic justice, and she was instrumental introducing legislation for economic development, women and minority businesses, as well as the passage of legislation establishing the Washington Task Force Against Trafficking in Persons and in making human trafficking a crime in Washington state.

At the conclusion of the opening session, attendees were given an informal assignment for the day:

- ◆ **make connections** with other attendees, especially someone they didn't yet know;
- ◆ **connect issues** by sharing what they learned and discussed in different sessions;
- ◆ **take action** by choosing a plan or action covered in a session that could help them advocate for an issue they care about.

The Summit's interactive sessions included round table discussions and panel discussions on: *Communicating with Greatness*; *Economic Empowerment*; *Fitting Advocacy into Busy Lives*; *Race and Social Justice: Working to Eliminate Institutional Racism*; *Violence Against Women*; *Women's Health*; and *Women's Leadership*.

Each session included volunteer facilitators and note takers to record the discussions. The groups focused on issues which were covered in the 2003 Seattle Women's Summit and Seattle Women's Commission's work plan.

A dynamic closing session lead by Ericka Jackson concluded the Summit and energized attendees who shared new things they learned, suggestions for taking action and the connections they made with others during the day.

The Seattle Women's Commission was able to provide this event free of charge to over 160 participants, including lunch, child care and translation services, thanks to the generosity of Seattle Central Community College Women's Programs, Summit sponsors, individual contributors, and many dedicated volunteers.

## Key Recommendations

The following are the **key recommendations** generated from participants the four issue discussion topics. These represent the views of the attendees:

### **Women's Health:**

- ◆ Mental Health was the top issue highlighted by women as a critical health issue affecting Seattle women, including diagnosis, funding issues, public education and racial and ethnic disparities.
- ◆ The *2005 SWC Status of Women's Health* report lighted disparities in death rates and disease within communities of color. Participants recommended further evaluation on causes of these disparities, and a look at issues such as health care access, culturally relevant outreach and education about existing services and barriers to health care within communities of color in Seattle.
- ◆ Participants highlighted health issues affecting older women, including access to care, prescription drug coverage and age appropriate health care.
- ◆ Make sure we provide accurate and reliable health information for youth, including sex education.

### **Economic Empowerment**

- ◆ Create affordable housing for people who work in Seattle, as many cannot afford to live downtown.
- ◆ Recognize small businesses as a foundation for economic development.
- ◆ Healthcare is essential – reduce health premiums for small businesses as well as make premiums affordable for workers.
- ◆ Form better information access by developing networks to community-based organizations (race-based, religious, neighborhoods) that are already serving people. Do not create parallel systems.

### **Race and Social Justice:**

- ◆ Analysis of institutionalized racism should be incorporated into all aspects of the City's and Commission's work. Disproportionality is an issue that cuts across all topic areas, including education, housing, and criminal justice, as well as other areas.
- ◆ Focus should be on moving beyond just "diversity" to clearly address how institutions perpetuate racism and need to be actively working to eliminate racism.
- ◆ Additional work needs to be done in the area of community involvement and accountability. The City and Commission should think through how they are



- informing and involving the broader community about efforts to eliminate institutionalized racism.
- ◆ Additional work also needs to be done as it relates to refugees and immigrants. Racism impacts new arrivals to Seattle differently than it affects people of color who have suffered the impacts of racism for many generations. The City and Commission should be clear about different strategies for specific populations.

### Violence Against Women:

- ◆ Increase awareness of services and resources already available to victims of domestic violence – get the word out.
- ◆ Involve community in planning response to violence against women.
- ◆ Increase education about domestic violence – especially among the younger population in schools and other community settings.
- ◆ Change cultural perspectives about domestic violence – men need to take responsibility for domestic violence.
- ◆ Develop resources for prevention and reporting.
- ◆ Provide better safety, support and resources for victims.

Attendees of the Seattle Women's Summit completed a survey in which they ranked the **importance of the following issues affecting women in Seattle:**

1. Access to affordable health care
2. Homelessness and affordable housing
3. Domestic violence prevention and enforcement
4. Workplace issues, including family leave and equal opportunity
5. Funding and access to reproductive health care and education for teens
6. Intervention and services to prostituted women and girls/ measures to increase arrests and prosecutions of those who solicit prostitutes

## Summit Evaluation

Feedback in the form of summit evaluations came from more than a quarter of Summit attendees (34).

Summit participants found the Summit to be informative, motivating and inspiring. They were most enthusiastic about the opportunities to network and the quality of the speakers. Many were interested in learning more about the city's spheres of influence. Comments included the desire for more attendees and a more diverse audience.

Summit elements were rated in the following order (for exceeding expectations):

1. Speakers
2. Networking opportunities
3. Material provided
4. Registration
5. Event site and set up
6. Resource Fair
7. Content of round table discussions

The Commission is planning a fourth Seattle Women's Summit for Fall 2007. Details will be available on the SWC web site in Fall 2006 ([www.seattle.gov/womenscommission](http://www.seattle.gov/womenscommission)).

## **Women's Health Recommendations**

- 1. Women's mental health**
  - ◆ Improve diagnosis of depression in older women.
  - ◆ Improve diagnosis of women with pre- and post-partum depression.
  - ◆ Investigate possible racial & ethnic disparities in depression rates among women in Seattle.
  - ◆ Prioritize mental health funding to diagnose and support women.
  - ◆ Develop ways to address the stigmas associated with mental health.
- 2. Older women's health**
  - ◆ Ensure convenient access to care.
  - ◆ Improve health care & prescription drug coverage for older women
  - ◆ Provide age appropriate healthcare.
- 3. Accurate / reliable information for youth**
  - ◆ Provide accurate sex education.
- 4. Access to quality health care and to factual, culturally-relevant health education**
  - ◆ Improve health education and access to healthy food for women of all ages, in response to rising obesity rates in the region.
  - ◆ Address racial and income/class disparities to achieve affordable and comprehensive healthcare.
  - ◆ Promote and support culturally-relevant outreach about available health services for women of all racial and ethnic backgrounds (avoid "cookie-cutter" approach to health education).
  - ◆ Address barriers to healthcare, including language barriers.
  - ◆ Continue regional strength in health education about breast-feeding.
  - ◆ Understand that mechanized health care can lead to self-distancing and dehumanizing care.
  - ◆ Explore and promote alternative resources and health care choices for women (midwifery, etc.).
- 5. Women's oral health**
  - ◆ Improve dental coverage and access to dental care for low-income women, including older women.
  - ◆ Investigate the primary oral health needs among women.
- 6. Explore more deeply the racial disparities in women's health highlighted in the 2005 SWC Status of Women's Health Report (see p. 27)**
  - ◆ Understand patterns of healthcare in communities of color.

## Economic Empowerment

### 1. Housing

- ◆ Most jobs are in the city, but people cannot afford to live in downtown Seattle.
- ◆ Without transportation, people who live outside the city cannot keep their jobs.

### 2. Jobs

- ◆ Create jobs at living wages with healthcare.
- ◆ Current jobs do not pay enough to live on.
- ◆ Education and training should be a priority so people can learn what they need in order to get jobs.

### 3. Microbusinesses

- ◆ Recognize small business as a foundation of economic development.
- ◆ Provide training and resources that empower women.

### 4. Healthcare

- ◆ Without healthcare, it is difficult for workers to keep jobs.
- ◆ Pass legislation allowing small businesses to develop a consortium to purchase health insurance at reduced premiums.

### 5. Information and Access

- ◆ Form better information access by developing networks to community-based organizations (race-based, religious, neighborhoods) that are already serving people. Do not create parallel systems.
- ◆ Facilitate communication between existing organizations.
- ◆ Network.



## Race and Social Justice

*2005 Discussion Session Reports -  
Race & Social Justice*

### **1 Maintaining an Anti-Racist Analysis**

- ◆ Use anti-racist language clearly and consistently, including an analysis of white privilege.
- ◆ Be clear about the unique roles white people play in doing anti-racist work.
- ◆ Prevent the loss of culture (assimilation means the loss of histories).
- ◆ Work to create accountability to people of color.

### **2 Creating a movement to address institutionalized racism**

- ◆ Use mentors to help develop new leadership.
- ◆ Embrace our differences, so that we can experience a richer environment – with unconventional ideas.

### **3 Cultivating a multicultural work force**

- ◆ Decision makers need to demonstrate their commitment by employing and/or offering opportunities to people of color.
- ◆ Offer more opportunities for contact with a diverse workforce. More employees of color helps to bridge relationships between individuals to communities.

### **4 Focusing on changing underlying systems**

- ◆ Rather than occasionally putting people of color in positions of power, it is important to look at processes and systems.
- ◆ Non-traditional hiring processes might be examined.
- ◆ Specific systems that need to be addressed include:
  - The educational system, including bilingual education, higher education and the public K-12 educational system.
    - The City should specifically include education in the Race and Social Justice Initiative.
    - Organize the community to more collectively address issues.
  - The welfare system - Latina women do not have equal access to welfare.
  - Police.
    - Lack of trust in the community.
    - Have cameras in all police cars.
    - Enforce prohibition of police collaboration with Immigration Customs Enforcement.

## *Seattle Women's Summit 2005*

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### *2005 Discussion Session Reports - Race and Social Justice*

- Housing
  - Seattle Housing Authority needs better translation services for many languages.
  - Eliminate barriers for people of color gaining access to Seattle Housing Authority facilities.
  - Engage the community more routinely on housing issues, especially women of color.
  - The issue of housing needs to be connected to the issue of homelessness; social services need to be connected to housing.
  - Service providers need to be given training in class/poverty issues and to train people who are service recipients to become trainers on race/class/poverty issues.
- Courts / Criminal Justice:
  - Provide liaison, advocacy and education to police and courts on race and social justice.
  - Increase overall knowledge of how the police and court systems work, and which has jurisdiction over what?

## **Violence Against Women**

### **1 Get the Word Out**

Many in Seattle are unaware of services and resources already available to victims of domestic violence (DV). This is particularly true of immigrant communities.

### **2 Involve Community in Planning Response to Violence Against Women**

Particularly in immigrant and ethnic groups, perspective or understanding of the victim can be misunderstood. For others, it is important for the City to take the expertise of the victim advocate groups into consideration in drafting any plan, especially if it relies on their assistance.

### **3 Education About Domestic Violence**

There should be some efforts to educate young girls and boys about domestic violence in schools. Youth groups should integrate talk about respect and domestic violence into programs. Church or other community groups should not conclude that DV doesn't happen in their setting, but should consider it more pervasive and insidious than it appears, and address it that way.

### **4 Change Cultural Perspectives About Domestic Violence**

Society still needs to fix the way it accepts DV, as a part of machismo, as the victim's fault, as the way things work. Men need to take responsibility for DV. It should not be viewed as an 'illness' or the product of, say, alcohol abuse, but as an unacceptable, chosen behavior.

### **5 Develop Resources for Prevention and Reporting**

The medical establishment and the police have changed how they think about DV to a certain extent, and have changed their policies to reflect this. Other institutions should as well. Girls should be taught self defense in school; all should be taught how to recognize DV and help the victim.

### **6 Safety and Resources for Victims**

There is little accountability for perpetrators, and little follow through on treatment of them. Victims need better safety and support. If possible, consideration should be given to moving the perpetrator out of the home and letting the victim stay, not the other way around.

### Women's Leadership Panel

**Facilitator:** Cathy Allen

**Morning Panelists:** Honorable Faith Ireland; Mary Stewart Hall, Professor Emerita of Seattle University; Rita Brogan, PRR Inc.

**Afternoon Panelists:** Jan Levy, Leadership Tomorrow; Trish Millines Dziko, Technology Access Foundation; Judge Anne Levinson

Topics of high interest to Women's Leadership Panel participants:

**What are the universal characteristics of women? How are women different as leaders?**

- ◆ Compassion, empathy and willing to listen and nurture
- ◆ Inclusive and empowering as we go (vs doing it themselves or delegating)
- ◆ Collaborative and/or non-hierarchical, power sharing
- ◆ Ability to see connections and patterns of the big picture
- ◆ Don't separate personal from professional, but see life as a whole.
- ◆ Listeners who ask questions; less likely to accept status quo, find the cause behind the symptoms and look for real road blocks.

**What skills do you need to be a leader? What role does building coalitions with others play?**

- ◆ Be selective about where you put your efforts.
- ◆ Work on speaking, listening and writing skills. Listen receptively and listen for understanding.
- ◆ Build networks and alliances, internally as well as externally. Create a culture of respect and pride.
- ◆ Learn to tolerate ambiguity, manage competing egos and use your sense of humor
- ◆ Maintain your commitment to community.
- ◆ Think about the power of image and the image you need to look the part of a reasonable and effective person.
- ◆ Voice – we're not born with one voice – train yours to serve you well.
- ◆ Know your core values and core beliefs and stay true to them. Use your insights.
- ◆ Hire the best and the brightest with skills who reflect diversity around you.
- ◆ Know your own strengths and weaknesses and put people who are different around you.
- ◆ Set clear outcomes with measurable results and create teams to achieve them.
- ◆ Don't be afraid to take risks, ask questions, learn and fix things if you see something is not right.
- ◆ Seek feedback – ask those around you and support others as you lead – their success is your success.
- ◆ Don't confuse being strong and powerful with arrogance.



- ◆ Think of future generations and long-term health of institutions – not just today's voter.
- ◆ In the public sector, it's not your money, it's the public's money. Show results as soon as you can.
- ◆ Be authentic – walk your own talk. Act with principles and integrity.
- ◆ Know what kind of leadership you want to practice, eg, servant leadership – come to leadership out of wanting to serve others; helping others grow. (Robert Greenleaf).
- ◆ Don't ever come to the non-profit sector if you want to make money! Be ready to do dirty work and roll up your sleeves.
- ◆ Learn to work with people who are not like you to accomplish a mission. Be accepting of other opinions.
- ◆ Be aware of your biases as they will limit your access to resources and know how.
- ◆ Don't try to do everything at once. Embrace the fact that you will always need to learn.
- ◆ Distinguish and discipline your efforts by clarifying how you contribute to betterment – what's your value added?

### How did you know you were a leader?

- ◆ One panelist chose leadership throughout education; leadership is the consistent theme across 6 educational degrees.
- ◆ For another it was when she agreed to lead the Municipal League of Seattle, saw an opportunity to move the League forward to embrace a sense of civic purpose and encouraging that in others.
- ◆ Another panelist said that for much of her life, she assumed she would be a support person and not the leader – but then realized she could be the leader.
- ◆ Another panelist had an incredible role model - her mother because she knew to do the right thing. She doesn't think of herself as a leader, but about what she needs to do. She also takes every class and reads every book she can.
- ◆ Another talked about how charisma or chutzpah is somewhat inherent – but what's important is what you do with it.
- ◆ One panelist read a lot about other leaders (vs about leadership – too much like management). Think through what are you willing to give up to be a leader.
- ◆ Another panelist said that there's no replacement for the experience – take stretch positions.
- ◆ One panelist advised - If you're passionate about something, you can benefit others even while serving your own needs.

## Seattle Women's Summit 2005

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2005 Discussion Session Reports -  
Women's Leadership

### What are some leadership tips?

- ◆ Invest in yourself! Put resources behind what you need to do to feel empowered.
- ◆ Talk to yourself – get comfortable and knowledgeable of your voice and listen to yourself – trust your gut.
- ◆ Read Ron Heifetz – among the finest of leaders and authors and not sexist.
- ◆ Both teach and model compassion. Respect yourself in spite of “warts.”
- ◆ Exercise vision PLUS voice. Ask for what you want or need. Don't ask for what you don't want.
- ◆ Hang with the people that you want to be like. Easiest entry is to ask how you can help.
- ◆ Plan and begin to get resources to pursue an advanced degree.
- ◆ Find a way to interact with regional professional associations in line with your interests.
- ◆ Read “Overcoming your Strengths” and “Level Five Leadership.”
- ◆ Be selective! Learn when to let go. Don't be afraid to fail.
- ◆ Get out of comfort zone! This opens doors and perspectives.
- ◆ Participate in local political parties and caucuses. Join nonprofit boards.
- ◆ Alignment – know what your inner values are so that your actions follow from your values.
- ◆ Envision the world you want and live accordingly.
- ◆ Own who you are – your age, your background; this gives us all power.
- ◆ Make sure your sphere of influence and sphere of concern are in alignment.
- ◆ Watch others and learn from them. Share power wisely.
- ◆ Don't worry about what others think – just go do it. Get over yourself.
- ◆ Learn to take time for personal reflection. Schedule it in.
- ◆ Develop your personal Board of Directors and use it (even if they don't know they are on it).
- ◆ Try things that you're not comfortable doing – a public speech, fundraising, etc. What happens when you take this on? Assess when you're done...learn from the experience.
- ◆ Try to direct yourself to what it is you're most passionate about – not what is externally appealing.
- ◆ Surround yourself by people you respect and people you enjoy working with – that allow you to feel respect and be consistent with your mission. Find people whose leadership styles you like and emulate those.
- ◆ Say out loud at least once a month or so “I'm sorry” or “I was wrong.”
- ◆ Learn to work with people who approach issues differently or do not hold your views.
- ◆ Acknowledge your fears and let your vulnerabilities be seen.
- ◆ Join the group you're leading (as opposed to “leading them”).

## **Communicating with Greatness**

Presented by Ericka Jackson

Communication is a two way process where the objectives of both parties are met.

1. Get in touch with your inner truth.
2. Beware of barriers to creating powerful effective communication:
  - Allowing your past to dictate your future.
  - Fear - people must know their fears so they can diminish them.
  - Negative self-talk – ability to create or destroy through our words. Would a friend say to me the things I say to myself?
  - Decisions - decide that you can be a good communicator.
3. Assess a situation quickly and communicate with positive results:
  - Process emotions first.
  - Pre-think what it is you really want.
  - Believe it is possible.
  - Read body language and energy – “listen for their way.”
4. Tools & techniques to communicate with others more effectively:
  - Always acknowledge the other person first.
  - Write down your intentions and the key talking points to clarify for yourself.
  - If your communication style is not working with an individual then change the pattern.
  - Set boundaries - communicate and reenforce them.
5. Use language and words to reshape your life:  
“The words that you speak create your reality.”

## **Advocacy: Anyone Can Do It**

Presented by Nancy Amidei

Advocacy just means speaking up, and anyone, no matter how busy, can do it.

1. Make friends now.
  - ◆ Build relationships with your elected officials, before you need to ask them for something.
  - ◆ Mark Twain said "When you need a friend, it's too late to make one."
  - ◆ How many friends do you need? However many it takes to win your issue.
2. Stay informed. Get on a list for action alerts from the organization that works on your issue.
3. Make contact.
  - ◆ Use the phone, mail, or email to advocate for your issue to elected officials.
  - ◆ Use our Washington State capital hotline: 1-800-562-6000.
  - ◆ Keep your communication to one topic only, short and to the point.
4. Be ready.
  - ◆ Prepare a "60-second speech" about your issue ready for any occasion when you get to talk with an elected official.
  - ◆ Talk about your issue to people you know, and don't know. Lobby your friends.



## **Closing Session**

Facilitator: **Ericka Jackson**

### **What are we taking away from this day, and what action will you take (differently)?**

- ◆ How important it is to build alliances. Will follow up on new networking and will volunteer selectively.
- ◆ Learned about the existence of the Sexual Minorities Commission, and will seek their assistance for disabled gay people being displaced from public housing.
- ◆ “Network, network, network. That’s what women do.” Inform each other.
- ◆ Tools: time is the biggest factor in making a difference. Challenge: Are the ways you spend your time aligned with what you want? If not, make some changes. Make time to put into action the things we learned today. Follow up on at least one new contact by the end of the week.
- ◆ Grassroots empowerment doesn’t work unless you keep turning power over to the new, upcoming leaders.
- ◆ Be a better advocate for women.
- ◆ Communication is what matters. It starts with me. How do I communicate with myself? Learn how to make the points I want to make, and then go do it.
- ◆ Envision the world the way you want it. Believe in yourself and stand up for yourself.
- ◆ It is possible to pass legislation that can ameliorate the effects of large collectives that are trampling on people.

### **Quotes from the Day**

- ◆ “We’re all leaders. Just do it, and you can.”
- ◆ “All economic issues are interrelated and should be treated as such.”
- ◆ “Invest in yourself.”
- ◆ “Go after what your passion is.”
- ◆ “Health is a community effort.”
- ◆ “Correct core issues not the symptoms; identify what’s causing the symptoms; diagnose what isn’t working and why.”
- ◆ “Don’t set up a parallel system - use groups that are already reaching people.”

### **Attachment A: 2005 - 2006 Seattle Women's Commission**

#### **Linda Mitchell, Chair**

Ms. Mitchell is an independent political fundraising consultant. She spent 13 years in product marketing at Microsoft and has served on several nonprofit boards. She has served as Chair of the Board of the Women's Funding Alliance, is a Founding Member of the board of the Center for Women and Democracy at the University of Washington, and currently serves as Chair of the National Women's Political Caucus of Washington. She has worked on several political campaigns in various capacities.

#### **Anee Brar, Vice Chair**

Ms. Brar has many years of experience working for non-profit organizations dealing with economic development and women's issues. As an undergraduate at UCLA, she interned at Amnesty International, the World Bank in Washington D.C., and other organizations. After graduating in 1997, she has worked with a variety of groups including the Public Interest Research Group in Los Angeles and Global Education Partnership, an international youth entrepreneurship and youth readiness program in Oakland, CA. Since 1998, Anee has mainly worked for Seattle-based Washington CASH (Washington Community Alliance for Self-Help). She has been responsible for developing and implementing the Washington CASH Individual Development Account (IDA) program and managing the King county entrepreneur training Programs. She currently serves as a community council member on the United Way of King County Out of the Rain Homelessness Initiative.

#### **Makseba Asfaw**

Makseba Asfaw is a Senior Accountant with Real Networks Inc. Seattle and is an active volunteer with the Ethiopian Community Mutual Association and the Eritrean Community of Seattle.

#### **Lauren Braden**

Lauren Braden is Director of Communications and Outreach for the Washington Trails Association. She has eight years of experience in policy, advocacy, communications, and fundraising for non-profit environmental organizations, including the Seattle Audubon Society and 1000 Friends of Washington (now Futurewise). Lauren wrote "The Activist Toolkit: A Citizen's Guide to Protecting the Environment" and created Seattle Audubon's Master Advocate for the Environment program. She holds a BA in Environmental Biology and Psychology from Beloit College and a certificate in Environmental Regulation and Policy from the University of Washington.

### **Denise M. Du Pont**

Denise M. Du Pont is Director of Du Pont Creative Services. She is a former Immunological Research Associate and medical /science writer. She has written and directed medical videos and has been a contributing screenwriter for a syndicated children's news show.

### **Lisa Espinosa**

Ms. Espinosa is the Division Director for Customer Programs & Contracts Management within the Customer Service Branch of Seattle Public Utilities (SPU). In this role, Lisa leads a team of professionals to develop and implement programs and contractual agreements that add value to SPU's served customers and communities. As a proud Latina native of Seattle, Lisa's many civic activities include volunteer work with Casa Latina, FareStart, Fiestas Patrias, the Mountaineers, Seafair, the Seattle Zoo, the Seattle International Film Festival, Terry Home Foundation, the University of Washington Office of Minority Affairs, the University of Washington Alumni Association, and the Washington Athletic Club. Lisa holds a Bachelor of Arts from the University of Washington and a Masters degree in Public Administration from the Evans School of Public Affairs at the University of Washington.

### **Carrie Evans**

Ms. Evans is the Special Assistant to the Dean on Policy and Planning at the Daniel J. Evans School of Public Affairs. She advises the Dean on key policy items and manages multiple new initiatives in the Dean's Office. While earning her Master of Public Administration degree, Ms. Evans focused her studies on Women and Political Leadership and completed a capstone project on the leadership of the Seattle City Council during the mid-1990s when a majority of the Council Members were women. Prior to arriving to Seattle in 2002, Ms. Evans coordinated outreach efforts on a maternal and child health project in Oregon, led a state-wide effort to expand mentoring programs in Maine, and led backpacking trips for teenage girls in the mountains of the Northwest.

### **Anna Gottlieb**

Ms. Gottlieb is Founder and Executive Director of Gilda's Club Seattle. Gilda's Club is a cancer support community for men, women and children and their families and friends. They offer support and networking groups, lectures, workshops and social events for anyone touched by cancer. Anna also sits on the State Steering Committee of the Washington Comprehensive Cancer Control Plan and is an advocate for SWOG, a national cancer clinical trials group. Anna brings many years of experience in politics, community involvement and leadership skills to the Commission.

## Seattle Women's Summit 2005

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Attachement A:

2005-2006 Seattle Women's Commission

### Patricia Kahn

Ms. Kahn is in private practice as Patricia E. Kahn, Attorney. She is a member of the Northwest Women's Law Center Legislative Committee. Ms. Kahn has been active with the Washington State Democrats (Get Out the Vote efforts). She was president of the Miami Humane Society, President of her local PTA in Florida. Ms Kahn does a great deal of pro bono work on domestic violence cases.

### May Leong

Ms. Leong served as Chair of the 2005 Seattle Women's Summit. For the past six years she has worked for non-profit organizations in the area of development and community building. She launched the first international nonprofit women's technology networking organization, DigitalEve, in 2000 and served as the organization's Executive Director and Board member for two years. During this time she lead the growth of the organization from 29 founding members to 31 chapters serving over 15,000 members worldwide. She also worked as International Director for Webgrrls in New York and Seattle, and in 1996 founded the Japan chapter in Tokyo. Prior to this, Ms. Leong served as Visiting Professor at the International University of Japan. She has a great deal of entrepreneurial, educational and international community building experience.

### Avani Locke

Ms. Locke is a Policy Analyst with the U.S. Government Accountability Office, where she analyzes the impacts and implications of federal education and workforce policies. In addition to her work on the Commission, her volunteer experience includes Big Brothers Big Sisters of King and Pierce Counties, United Way's Earned Income Tax Credit campaign, and Seattle Works.

### V. Mala Nagarajan

Ms. Nagarajan brings to the Commission her long involvement with gender and women's issues through her volunteer work with Chaya, Trikone NW (South Asian LGBT Support), and Western States Center Gender Justice initiative. She has also served on the Pride Foundation scholarship and grants committee, Seattle P-FLAG board, and U.W. Q-Advisory Board. She is a University of Washington MBA student and is on the board of Equal Rights Washington.



### **Melissa Pailthorp**

Ms. Pailthorp is currently Senior Manager of Microsoft Community Affairs, serving as the Redmond-based liaison for Europe, Middle East and Africa. Together with colleagues in Europe, she is leading Unlimited Potential, Microsoft's flagship global IT skills building program, focusing on partnerships with non-governmental and intergovernmental organizations to reach the underserved.

### **Leigh Pate**

Ms. Pate is president of Pate Public Affairs, Inc, a political and public affairs consulting and project management firm. She has many years of experience in working with advocacy efforts supporting education, health care, women's and other social justice issues.

### **Rubi Romero**

Ms. Romero is the Domestic Violence Program Director of Consejo Counseling and Referral Service in Seattle. Consejo is a non-profit organization that has been serving the Latino community in King County and in Yakima, Benton and Franklin counties since 1978. Ms. Romero has six years of experience providing social services for the Mexican and Latino community and has been a vocal advocate for women and children victims of domestic and sexual violence.

### **Michelle Sarju**

Ms. Sarju is a Licensed Midwife who owns and operates Expecting the Best Midwifery Care. She is the first African American Licensed Midwife operating in the state of Washington. She is also co-founder of the Washington African American Breastfeeding Alliance, providing outreach, education and support to black women who choose to breastfeed.

### **Judith Shoshana**

Ms. Shoshana is an attorney and currently a protem Magistrate Judge in Seattle Municipal Court. She was the Director of the Seattle City Attorney's Domestic Violence Unit from 1995-2005, where she served on a number of state and local advisory boards on domestic violence prosecution, prevention and sentencing guidelines. Ms. Shoshana is the Commission's representative on the Seattle Domestic Violence Prevention Council, and serves on its Criminal Justice Committee. She also co-chairs the Civil Rights Committee of the Anti Defamation League's Pacific NW Region.

## Seattle Women's Summit 2005

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Attachement A:

2005-2006 Seattle Women's Commission

### **Shelly Sutherland**

Shelly Sutherland is the Director of Finance and Administration for the Foundation for Russian American Economic Cooperation. Prior to working with the Foundation, she spent ten years managing international development programs that worked mainly with women and persons displaced by war in Africa and the Former Soviet Union. The programs focused on economic and community development with components in health, nutritional and HIV/AIDS training. Shelly has also served on the board of several non-profit agencies.

### **Lisa M. Taylor**

Ms. Taylor is the Program Manager for the Office of Community Learning for Seattle Public Schools. She has served on the Board of Directors for Country Doctor Community Health Centers, and on the advisory boards of Leaders in Progress and Powerful Voices. Ms. Taylor brings a wealth of passion and experience about the importance of reaching women in young adulthood and teaching them how their current decisions impact their futures.

### **Daphne Tomchak**

Ms. Tomchak is a Licensed Architect and Space Planner who helped draft the handicapped accessibility guidelines for Washington State code. As a result of a particular interest in mentorship of young women in math and sciences, Ms. Tomchak volunteers with the Expanding Horizons program as well as the University of Washington Mentorship program. Ms. Tomchak is an active contributing member of the Montlake Community Advisory Committee and has served on advisory committees related to accessibility and environmental literacy.

### **Amy Wales (Get Engaged Member)**

Amy Wales is the 2005-2006 Mayoral Get Engaged Commissioner. Her professional background is in women's health, and has focused on gender and HIV/AIDS. She has worked in South Africa to help improve upon the practical effectiveness of gender sensitive and HIV/AIDS responsive resource materials for the South African Department of Education. She also served as Dillon Dunwalke Research Fellow with the Spanish Commission for Refugee Aid in Madrid, Spain. Amy holds a Master's degree in Social Policy from Oxford University.

## **Attachment B: Status of Seattle Women's Health Report: Summary**

The Seattle Women's Commission Health and Human Services Committee worked with Public Health – Seattle and King County to develop a current Status of Seattle Women's Health Profile that was released August, 2005.

### ***Overall, Seattle women enjoy good health compared to women in King County, Washington State and nationally.***

1. Life expectancy of Seattle women is 83.6 years, higher than the national average.
2. Seattle women have lower heart disease death rates than the county, state and national rates, and death rates from heart disease, cancer and stroke have been declining.
3. Despite the fact that Washington State has the highest rate of *breast cancer diagnosis* in the country, Seattle has a lower *death rate from breast cancer* than the county, state or national rate. This reflects the fact that even though Seattle women are more at risk of receiving a breast cancer diagnosis than other women, we are also doing a better job of treating the cancer and saving lives.
4. Seattle's (and King County's) teen birth rate is less than Washington State's and half the rate of the national teen birth rate.
5. HIV/AIDS infection rate among King County and Seattle women is half that of other Washington counties and less than half that of the national rate – and is holding steady. Women comprise only 10% of all HIV/AIDS infections in King County.

### **Negative Health Trends**

1. Health status differs vastly depending on a woman's race/ethnic group, income level and neighborhood. For example:
  - a. White women are more frequently diagnosed with breast cancer; however African American women have a much higher death rate from the disease.
  - b. Women living at less than 250% of the poverty level are much more likely to be uninsured, obese and have higher teen birth rates.

## Seattle Women's Summit 2005

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### Attachment B:

#### SWC 2005 Status of Women's Health Report Summary

- c. Hispanic teens have a much higher teen birth rate than other teens.
  - d. African American and Native American women are more likely to die from diabetes than other women.
  - e. Years of potential life lost – a measure of premature death – shows that women who live in Downtown/First Hill, White Center/Blvd Park and Central Seattle are most likely to die prematurely before the age of 65.
2. Risk factors and chronic diseases remain prevalent in Seattle women, including cigarette smoking, not consuming enough fruits and vegetables, high blood pressure, arthritis, coronary heart disease and activity limitation.
  3. Prevalence among women who are overweight and obese is increasing. 41% of Seattle women are overweight, and 17% are obese. While this rate is better than the state and national rate, it is still high and contributes to other health problems.
  4. The age-adjusted rate of Alzheimer's disease has been increasing.
  5. Seattle women are more likely to be without health insurance than women in Washington state or King County.
  6. Seattle women have a significantly higher than average hospitalization rate for asthma than our neighbors in King County and Washington State.
  7. Seattle women have much higher hospitalization rates for depression and psychosis than other Washington State women.

For more information, go to <http://www.seattle.gov/womenscommission>

**Seattle Women's Summit  
Women's Resource Fair**  
September 24, 2005

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**Political Action and Advocacy**

King County Women's Advisory Board  
League of Women Voters  
Northwest Women's Law Center  
Older Women's League  
Seattle NOW  
Seattle Women's Commission  
Seattle Central Community College  
Women's Political Caucus

**Women's Health**

American Cancer Society  
American Lung Association  
Gilda's Club Seattle  
International Community Health Services  
Program for Early Parent Support (PEPS)  
Planned Parenthood

**Violence against Women**

Argus Pacific  
New Beginnings  
Feminist Karate Union

**Women's Magazines**

Seattle Woman  
Women's Resources and Business Directory

**Women's Economy**

Help for Working Families  
Job Skills for Trade and Industry-RTC  
Office of Minority and Business Enterprises  
Seattle Public Library-Business Resource  
Center  
Technology Access Foundation  
Worker Retraining-SCCC  
WorkSource-Rainier Affiliate  
Washington CASH (materials only)  
YWCA

**Women and Leadership**

Leadership Tomorrow (materials only)  
Passages Northwest  
Northwest Girls' Coalition

**Refugee and Immigrant Women**

Asian Counseling and Referral Center  
Chinese Information and Service Center  
Consejo Counseling and Referral Service  
Refugee Women's Alliance  
Women's Funding Alliance

**Race and Social Justice**

National Coalition Building Institute


**Seattle  
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*ASL Interpretation at the Seattle Women's Summit  
was by Linda Burgess*